Human Resources and Social Development Canada
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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Wage Settlements
Covering 500 or More Employees

August 2008

Major collective bargaining settlements reached in August 2008 provided base-rate wage adjustments averaging 4.6% annually over the contract term, up from the 3.3% average in July. The results are based on a review of 20 settlements covering 51,440 employees.

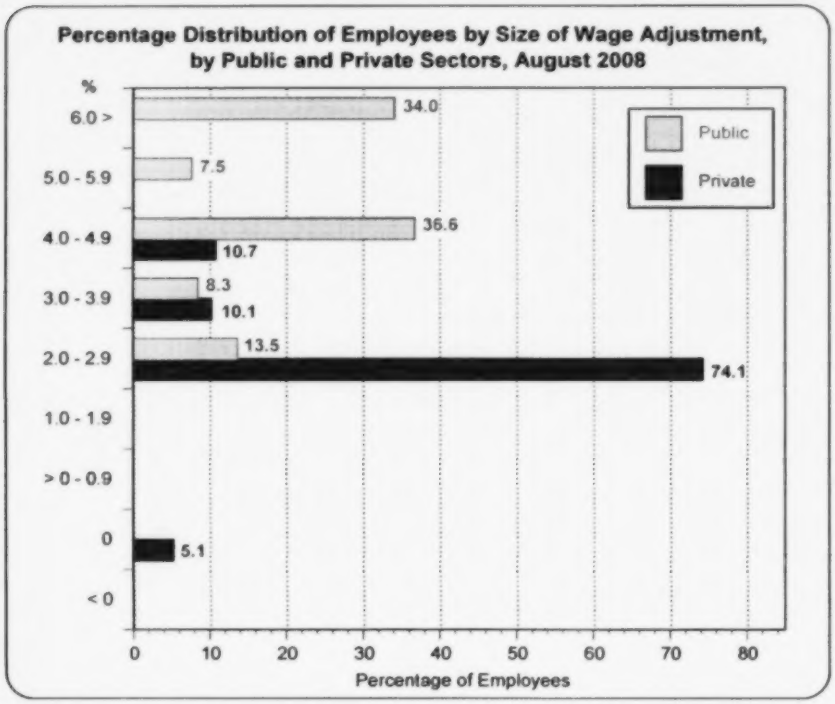
When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.7% and the contract durations averaged 44.6 months, compared to the 4.6% in their current round of settlements and average contract durations of 44.5 months.

The relatively large average adjustment for the month of August was due to 2 Health Boards of Alberta agreements. The first provided 13,000 nursing assistants, technical employees, and licensed practical nurses with an average annual wage adjustment of 7.3% over the life of a 48-month contract; it included a 10% market adjustment, in addition to a 5.0% wage increase in the first year. The second agreement provided 14,000 health professional employees with a wage adjustment averaging 4.8% over the life of a 36-month contract. Excluding the 2 Health Boards of Alberta agreements, wage adjustments for the remaining 18 agreements averaged 3.0%.

Canada

Wage adjustments in the public sector averaged 5.2% for 38,210 employees in 15 agreements. The 2 Health Boards of Alberta agreements (mentioned above) exerted upward pressure on the public-sector figure. Excluding the 2 Health Boards of Alberta settlements, wage adjustments in the public sector averaged 3.3%, down from 5.2%.

Private-sector wage adjustments averaged 2.7% for 13,230 employees in 5 agreements. Canada Safeway Ltd. in British Columbia provided 9,800 retail employees (74% of private-sector employees), with wage gains averaging 2.6%.



On a jurisdiction basis, wage adjustments ranged from a low of 2.4% in Quebec, to a high of 5.9% in Alberta (due to the Health Boards of Alberta settlements). Ontario averaged a wage increase of 2.5%; Manitoba, 2.7%; and British Columbia, 2.6%. There were no major settlements in the federal jurisdiction.

On an industry basis, wage adjustments ranged from a low of 1.4% in the manufacturing sector to a high of 5.4% in the education, health, and social services sector; the largest concentration of employees (70.5%) and agreements (60%) was also in the education, health, and social services sector.

Wage adjustments in the first 8 months of 2008 (January through August) averaged 3.2% for 414,520 employees in 167 agreements: the public-sector average was 3.6% for 259,680 employees in 103 agreements and the private-sector average was 2.6% for 154,840 employees in 64 agreements.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2008		
	June	**July**	**August**
Sectors			
Public Sector	3.8	3.7	5.2
Private Sector	2.5	2.8	2.7

	2008		
	June	July	August
All Industries/Jurisdictions			
Average Annual Adjustment	3.0	3.3	4.6
Non-COLA	3.0	3.3	4.6
COLA	0.8	4.2	0.0
First-Year Adjustment	3.1	4.4	7.0
Non-COLA	3.2	4.4	7.1
COLA	0.0	4.1	0.0
Industries			
Primary Industries	3.4	-	-
Utilities	-	-	3.5
Manufacturing	1.5	3.2	1.4
Wholesale and Retail Trade	1.7	2.5	2.6
Transportation	2.1	-	2.4
Information and Culture	2.3	-	-
Finance and Professional Services	2.9	-	-
Education, Health and Social Services	4.0	3.9	5.4
Entertainment and Hospitality	-	2.0	2.5
Public Administration	3.7	2.9	-
Jurisdictions			
Prince Edward Island	-	3.0	-
New Brunswick	-	2.5	-
Quebec	2.4	2.9	2.4
Ontario	2.6	2.7	2.5
Manitoba	7.2	4.2	2.7
Saskatchewan	-	6.2	-

	2008		
	June	July	August
Alberta	4.6	-	5.9
British Columbia	3.3	2.6	2.6
Territories	4.4	-	-
Federal Jurisdiction	2.4	-	-

Average Annual Percentage Wage Adjustments by Quarter

	2007		2008	
	3rd	4th	1st	2nd
Sectors				
Public Sector	4.1	3.4	3.2	3.3
Private Sector	3.7	3.2	3.9	1.8
All Industries/Jurisdictions				
Average Annual Adjustment	3.9	3.4	3.4	2.4
Non-COLA	3.6	3.4	3.3	2.9
COLA	4.8	3.4	5.1	1.4
First-Year Adjustment	3.9	4.0	3.3	2.3
Non-COLA	3.6	3.9	3.2	3.0
COLA	4.9	4.6	5.6	0.5
Industries				
Primary Industries	5.5	-	4.8	3.4
Utilities	4.2	4.4	3.3	3.0
Construction	3.9	3.4	5.8	-
Manufacturing	4.2	2.8	1.1	1.1
Wholesale and Retail Trade	1.9	-	4.6	1.7
Transportation	2.9	3.1	3.2	2.9

	2007		2008	
	3rd	4th	1st	2nd
Information and Culture	2.0	3.4	2.0	2.1
Finance and Professional Services	2.3	4.2	2.0	2.9
Education, Health, and Social Services	4.6	3.9	3.5	3.8
Entertainment and Hospitality	3.5	2.5	-	1.2
Public Administration	3.8	3.2	2.1	3.3
Jurisdictions				
Newfoundland and Labrador	-	3.2	-	5.0
Prince Edward Island	-	-	3.0	-
Nova Scotia	2.9	2.9	3.5	2.9
New Brunswick	-	-	4.0	3.0
Quebec	2.1	3.1	2.4	2.4
Ontario	3.2	2.9	3.0	1.8
Manitoba	3.1	3.8	4.1	3.5
Saskatchewan	3.9	4.2	2.3	-
Alberta	5.1	4.4	4.0	4.7
British Columbia	3.3	2.9	3.3	3.4
Territories	-	-	-	4.4
Multiprovince	3.6	2.9	-	-
Federal Jurisdiction	2.6	3.3	3.4	2.6

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.3	2.6	3.4	3.6
Private Sector	2.4	2.2	3.1	2.6

	2005	2006	2007	2008
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	3.2
Non-COLA	2.3	2.5	3.3	3.4
COLA	2.4	2.7	3.4	1.9
First-Year Adjustment	2.1	2.4	3.8	3.5
Non-COLA	2.1	2.4	3.9	3.8
COLA	2.6	2.7	3.5	1.3
Industries				
Primary Industries	3.0	2.7	4.6	4.4
Utilities	2.6	2.3	3.8	3.1
Construction	2.5	3.6	3.3	5.8
Manufacturing	2.4	2.3	2.4	1.5
Wholesale and Retail Trade	2.0	1.2	2.4	2.7
Transportation	2.9	2.1	2.7	3.0
Information and Culture	2.4	2.5	3.0	2.1
Finance and Professional Services	2.3	2.5	3.5	2.9
Education, Health and Social Services	2.1	2.6	3.5	3.9
Entertainment and Hospitality	1.9	2.9	3.3	1.8
Public Administration	2.5	2.8	3.5	2.7
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.6	5.0
Prince Edward Island	2.5	2.7	2.8	3.0
Nova Scotia	3.3	3.2	3.0	3.4
New Brunswick	3.0	3.0	2.4	2.7
Quebec	1.6	2.0	3.2	2.5
Ontario	2.7	2.5	3.0	2.4

	2005	2006	2007	2008
Manitoba	3.0	2.6	3.0	3.8
Saskatchewan	2.0	2.1	4.1	6.0
Alberta	3.0	3.4	4.9	4.8
British Columbia	0.5	2.5	3.0	2.7
Territories	3.0	3.1	3.0	4.4
Multiprovince	4.9	3.8	4.0	-
Federal Jurisdiction	2.6	2.3	2.9	2.9

Note: *Data for 2008 cover the months of January through August.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1988

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5

Year	Public	Private	Both Sectors
2004	1.4	2.3	1.8
2005	2.3	2.4	2.3
2006	2.6	2.2	2.5
2007	3.4	3.1	3.3
2008	3.6	2.6	3.2

Note: *Data for 2008 cover the months of January through August.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 325kb) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries.

Major Settlements Reached in August 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Greater Vancouver Regional District Vancouver, British Columbia Greater Vancouver Regional District Employees' Union (Independent-local) operating employees; construction employees	600	3.5	60.0	Dec 31, 2011
1 agreement	**600**	**3.5**	**60.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
General Dynamics Canada Le Gardeur, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees	500	3.2	60.0	May 31, 2013
Johnson Controls Inc., Automotive Systems Group Whitby, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) production employees	680	0.0*	36.1	Aug 25, 2011
2 agreements	**1,180**	**1.4**	**46.2**	
Wholesale and Retail Trade				
Canada Safeway Limited province-wide, British Columbia United Food and Commercial Workers Canada (CtW/CLC) retail employees	9,800	2.6	60.1	Mar 31, 2013
1 agreement	**9,800**	**2.6**	**60.0**	
Transportation				
City of Winnipeg Winnipeg, Manitoba Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; service and maintenance employees	1,140	2.4	36.0	Jan 12, 2011
1 agreement	**1,140**	**2.4**	**36.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Education, Health, and Social Services				
Brock University St. Catharines, Ontario Brock University Faculty Association (Independent-local) professors; librarians	600	3.5	24.0	Jun 30, 2010
Calgary Laboratory Services (CLS) Calgary, Alberta Health Sciences Association of Alberta (CLC) health professional employees	1,420	4.8	36.0	Jun 30, 2011
Children's Aid Society of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) office employees; social workers	900	3.3	36.0	Mar 31, 2011
Chinook Health Region Lethbridge, Alberta Canadian Union of Public Employees (CLC) health service employees	900	5.0	36.0	Mar 31, 2011
HBA Services province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) nursing assistants; technical employees; licensed practical nurses	13,000	7.3	48.0	Mar 31, 2012
HBA Services province-wide, Alberta Health Sciences Association of Alberta (CLC) health professional employees	14,000	4.8	36.0	Mar 31, 2011
Mount Royal College Calgary, Alberta Mount Royal Faculty Association (Independent-local) instructors; librarians	700	5.0	12.0	Jun 30, 2010
Mount Royal College Calgary, Alberta Mount Royal Support Staff Association (Independent-local) office employees; technical employees	530	5.0	12.0	Jun 30, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Palliser Health Region Medicine Hat, Alberta Canadian Union of Public Employees (CLC) office employees; technical employees; service and maintenance employees	750	5.0	36.0	Mar 31, 2011
St. Boniface General Hospital Winnipeg, Manitoba United Food and Commercial Workers Canada (CtW/CLC) health service employees; office employees	1,400	2.9	48.0	Mar 31, 2012
University of Guelph Guelph, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) office employees; technical employees	1,000	2.0	36.0	Apr 30, 2011
York Catholic District School Board Aurora, Ontario Ontario English Catholic Teachers' Association (CLC) occasional teachers	1,090	3.0	48.0	Aug 31, 2012
12 agreements	**36,290**	**5.4**	**40.1**	
Entertainment and Hospitality				
Resto-Casino inc., Casino de Montréal Montréal, Quebec Fédération des employées et employés de services publics inc. (CSN) hotel employees	600	2.2	60.0	Mar 31, 2012
Société des casinos du Québec inc. Montréal, Quebec Fédération des employées et employés de services publics inc. (CSN) casino employees	1,000	2.2	60.0	Mar 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
The Fairmont Royal York Hotel Toronto, Ontario UNITE HERE Canada (CtW/CLC) hotel employees	830	3.0	24.0	Jul 16, 2010
3 agreements	**2,430**	**2.5**	**47.7**	
Agreements with COLA - 1 agreement	**680**	**0.0**	**36.1**	
Agreements without COLA - 19 agreements	**50,760**	**4.6**	**44.7**	
All Agreements - 20 agreements	**51,440**	**4.6**	**44.5**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	159,350	ARB/MED/B	Sep 06–Jun 08
Canada Revenue Agency	PIPSC	10,440	ARB	Oct 07
Canada Border Services Agency	PSAC	8,490	B	Jun 07
Canadian Food Inspection Agency	PIPSC/PSAC	4,340	B/ARB	Jun 07/May 08
Parks Canada	PSAC	4,320	MED	Aug 07
National Research Council of Canada	PIPSC/RCEA	3,530	B	Mar 07/Apr 08
City of Ottawa - OC Transpo	ATU	2,000	MED	Mar 08
Marine Atlantic	CAW Canada	780	B	Dec 07

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO/OSSTF	101,790	B	Aug 08
Ontario Boards of Education	CUPE	32,340	B	Aug/Dec 08
Ontario Catholic District School Boards	OECTA	29,060	B/TENT	Aug 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	B	Mar 08
Health Boards of Alberta	AUPE	20,000	B/MED/TENT	Mar 08
City of Montréal	Various unions	15,350	B/ARB	Dec 06
Government of Newfoundland and Labrador	NAPE	14,185	B	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Government of Nova Scotia	Nova Scotia Teachers Union	10,500	B	Jul 08
Toronto Police Services Board	Toronto Police Association	7,310	ARB	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
Government of Newfoundland and Labrador	Teachers	7,000	B	Aug 08
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
City of Québec	Various unions	4,530	B/ARB	Dec 06
Government of New Brunswick	Nurses	4,390	TENT	Dec 07
University of Toronto	CUPE	4,040	B	Apr 08
Conseils scolaires catholiques de langue française	Association des enseignantes et enseignants franco-ontariens	3,400	B	Aug 08

Employer	Union	Employees	Status*	Expiry Month
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	B	Jun 08
Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
York University	CUPE/York University Staff Association	2,700	CO	Jul/Aug 08
Société de transport de Montréal	CSN	2,200	CO	Jan 07
City of Winnipeg	Firefighters	880	ARB	Dec 07
Prince Edward Island Department of Health	Nurses	790	B	Mar 08
Private Sector				
Real Canadian Superstores (Alta.)	UFCW	8,150	MED	Aug 06
Westfair Foods Ltd. (Man.)	UFCW	3,600	TENT	Sep 08
Catalyst Paper Corp. (B.C.)	CEP	2,100	B/TENT	Apr 08

* ARB - Arbitration
B - Bargaining
B/WS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
M/WS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Government of Ontario	OPSEU/OPP	52,030	Dec 08
City of Toronto	CUPE	29,100	Dec 08
City of Ottawa	CUPE/CIPP	10,140	Dec 08
City of Edmonton	Various unions	8,400	Dec 08
ATCO Gas (Alta.)	Natural Gas Employees' Association	1,840	Dec 08
Cargill Ltd. (Alta.)	UFCW	1,700	Dec 08
Canadian National Railway Company	Various unions	1,690	Dec 08

Employer	Union	Employees	Expiry Month
Hydro-Québec	Engineers	1,490	Dec 08
Bell Canada (Ont. and Que.)	CEP	1,430	Nov/Dec 08
Hudson Bay Mining and Smelting (Man.)	Various unions	1,245	Dec 08
Halifax Regional Municipality	CUPE/NSUPE	1,130	Oct 08
Lear Canada	CAW Canada	740	Nov 08

Major Work Stoppages

Involving 500 or more employees, from **September 19 to October 2, 2008.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Xstrata Copper, Kidd Metallurgical Site Timmins, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) 650 mining employees	Not available	Oct 1/2008	
University of Windsor Windsor, Ontario Faculty Association of University of Windsor 1,000 professors and librarians	Wages	Sep 18/2008	
Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation Montréal, Quebec Fédération du commerce inc. (CSN) 600 hotel employees	Wages, working conditions, and benefits	Aug 28/2008 Aug 5/2008	Aug 6/2008
Potash Corporation of Saskatchewan Inc. Patience Lake, Allan, and Cory, Saskatchewan United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union 500 mining employees	Wages	Aug 7/2008	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

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